



**Early Learning Programs & Workforce  
Sub-Committee Meeting Minutes  
June 19, 2018 – 10am-12pm  
DE State Police-Troop 3  
3759 S. State Street, Camden, DE 19934**

Attendance: Julie Johnson, Owner of Tender Loving Kare IV; Tina Shockley, Education Associate for OEL; Caitlin Gleason, Education Associate for OEL; Andria Keating, Babes on the Square; Dawn Alexander, Colonial School District; Shebra Hall, DHSS/Birth to Three; Cheryl Clendaniel, The Learning Center; Trisha Moses, Boys and Girls Clubs of Delaware

**1. Welcome & Call to Order**

- Julie Johnson welcomed everyone and called the meeting to order.

**2. Introductions**

- Julie Johnson asked everyone to introduce themselves.

**3. TA Grant Update**

- Caitlin Gleason gave an overview of three technical assistance grants currently being utilized by the Office of Early Learning
  - National Governors' Association Grant (\$15,000) – This grant will allow OEL to received technical assistance to determine how changes in qualifications would impact the early learning industry. There is no specific end goal for this one year grant, other than partnering with others to determine what this might look like.
  - National State Boards of Education Grant – This grant will allow for the implementation of work around pathways.
  - Kellogg Grant – This grant allows OEL to look at CDA vs. online coursework for TECE I & II, and to unpack the process around the Stars redesign process, rethink our approach to professional development and quality assured trainings, etc. We will gain insight on how to desolve the old system first, then build the new.

**4. Mapping the Gap Data**

- The group discussed the child care supply/demand maps that were shown at the June 12 Special DECC meeting, raising issues with some integrity of the maps (though discrepancies are being investigated by UD). The group is wondering how this data/maps compares with OCCL survey data, and are there pieces of this data we can use to further our work.

**5. PD Review/Recommendations**

- Professional Development Issues – General:
  - PD available in higher education institutions – what's available and not available
  - not enough or appropriate-level training in the ECE field (though DIEEC says training is appropriate)
  - training/coursework not always available at time of year/day/location that is needed to accommodate working adult
  - waitlisted individuals can be moved to a different course
  - lack of adequate compensation

- Professional Development Issue – Quality-Assured Trainings
  - Standard procedure for having training “quality-assured” needs to be put in place
  - Need more in-depth curriculums (like vigorous trainings like Teaching Strategies and Creative Curriculum)
  - skill level/quality of workforce can be an issue
  - Coaching/mentoring needed - none of the individualized practice that goes towards quality-assured hours
  - Local conferences need to have accountability, but nationally recognized speakers should be quality-assured
  - School districts have to do something already re: quality assured training, is there a way to get the approval reciprocity in place?
  - Quality assurance issue can be a fraud issue – need to be able to control it. Need to have quality-assured training that is accessible so fraud is less.
  - National curriculum trainings should also be quality assured ex. Creative Curriculum
  - Serving as a part of certain committees – could this be for quality assured hours?
  - Administrators need to have coursework on professionalization, how to actually coach and create professional plans for their staff.
- Recommendations - General:
  - One-and-done training opportunities can sometimes be relevant Ex: National conferences, guest speakers
  - Variety of training needed, particularly new coursework for those who have been in field for 15+ years
  - Common definition (national level) of “teacher” needed (aligned to 0-5 and K-12)
  - One system needed – why DEEDS and DE First separate?
  - Scaffold the changes. Pilot changes with one group, then roll out to everybody, but the same pilot group every time. Also, ensure diversity of the number of pilot groups (centers at all Star level, FCC)
  - Suggest having Memorandum of Understanding or assurance template with other organizations
- Recommendations – Unified Governance Needed:
  - Cost of combining agencies, if even for pilot/trial period (ie., OCCL and CDW coming under DOE)
  - Part C optional participation for Delaware
  - Need voices of many stakeholders to move this forward
  - Research how other states have aligned child-service agencies
  - Any proposal on this would need to research-based, go up to the DECC and then to the Governor

#### **6. Previous workforce data reports/studies**

- Committee noted there was no changes during the study years of 2012-2016, even though we believed some of study components would move profession forward
- Committee noted average # of children from 2012 to 2016 decreased; have we reduced capacity?, is this due to regulation?

***Next meeting date and location:***

***August 21, 2018***

***Location-TBD***